

INCLUSION & BELONGING PILOT PULSE SURVEY



BACKGROUND

Developed by the City's Operational Working Group on Equity, Diversity, and Inclusion (EDI), the Inclusion & Belonging Pilot Pulse Survey is intended to get a "pulse" on citywide employee sentiments related to inclusion and belonging. Responses are key to understanding and improving the City's practices to best support our diverse 11,000-member team.

The EDI working group's Data Collection & Analysis Subgroup, co-chaired by Kirby Brady and James Carter, worked alongside the HR Department to launch the pilot survey in December 2020. The subgroup analyzed the 2,092 responses to look for trends in sentiments based on employee demographic groups.

RESULTS

"I feel I belong at the City of San Diego organization."

↳ 83% agree ↳ 17% disagree

Of those who disagree, these demographic groups are overrepresented:

- 29% of Black/African Americans disagreed
- 21% of Native Hawaiian or Other Pacific Islanders disagreed
- 20% of Mixed Race/Ethnicity individuals disagreed
- 34% of respondents identifying as a deaf person or having a disability disagreed

"My working relationships at the City are as satisfying as I would want them to be."

↳ 75% agree ↳ 25% disagree

Of those who disagree, these demographic groups are overrepresented:

- 38% of Black/African Americans disagreed
- 28% of Mixed Race/Ethnicity respondents disagreed
- 26% of American Indian or Alaska Natives disagreed
- 30% of respondents identifying with another sexual orientation disagreed
- 44% of respondents identifying as being deaf or having a disability disagreed

"I feel like I can be my authentic self at the City."

↳ 72% agree ↳ 28% disagree

Of those who disagree, these demographic groups are overrepresented:

- 43% of Black/African Americans disagreed
- 32% of Native Hawaiian/Other Pacific Islanders disagreed
- 31% of Mixed Race/Ethnicity respondents disagreed
- 30% of American Indian/Alaska Natives disagreed
- 31% of respondents identifying as pansexual disagreed
- 45% of respondents identifying as deaf or having a disability disagreed

RESULTS (cont.)

"I feel comfortable expressing my ideas to others at the City."

↳72% agree ↳28% disagree

Of those who disagree, the following demographic groups are overrepresented:

- 42% of Native Hawaiian/Other Pacific Islanders disagreed
- 41% of Black/African Americans disagreed
- 31% of Mixed Race/Ethnicity respondents disagreed
- 30% American Indian/Alaska Natives disagreed
- 33% of respondents identifying as another sexual orientation disagreed
- 50% of respondents identifying as deaf or having a disability disagreed

"Expectations for what constitutes good work performance have been clearly communicated to me."

↳79% agree ↳21% disagree

Of those who disagree, the following groups are overrepresented:

- 33% of Black/African Americans disagreed
- 29% of Native Hawaiian/Other Pacific Islanders disagreed
- 27% of Mixed Race/Ethnicity respondents disagreed
- 33% of respondents identifying as another sexual orientation disagreed
- 35% of respondents identifying as deaf or having a disability disagreed

"I believe that department directors and City executive leadership will take appropriate action in response to incidents of harassment."

↳70% agree ↳30% disagree

Of those who disagree, the following demographic groups are overrepresented.

- 43% of Black/African Americans disagreed
- 40% of American Indian/Alaska Natives disagreed
- 37% of Native Hawaiian/Other Pacific Islanders disagreed
- 34% of Mixed Race/Ethnicity respondents disagreed
- 30% of Latinx respondents disagreed
- 39% of respondents identifying as non-cisgendered disagreed
- 43% of respondents identifying as another sexual orientation disagreed
- 31% of respondents identifying as pansexual disagreed
- 44% of respondents identifying as deaf or having a disability disagreed

RECOMENDATIONS

Based off this analysis, our recommendations are to:

- Share survey results with employees;
- Survey employees annually to continue measuring the pulse, as well as any progress, of employee sentiments on inclusion and belonging;
- Engage employee groups and host focus groups with employees to understand concerns; and
- Develop a list of suggested actions for the HR Department, the Office of Race & Equity, and City leadership to implement.



inclusion & belonging

pilot pulse survey results



inclusion & belonging pilot pulse survey

10,286

Employees

as of December 29, 2020 payroll

2,092

survey respondents

99% confidence level within +/- 2% margin of error

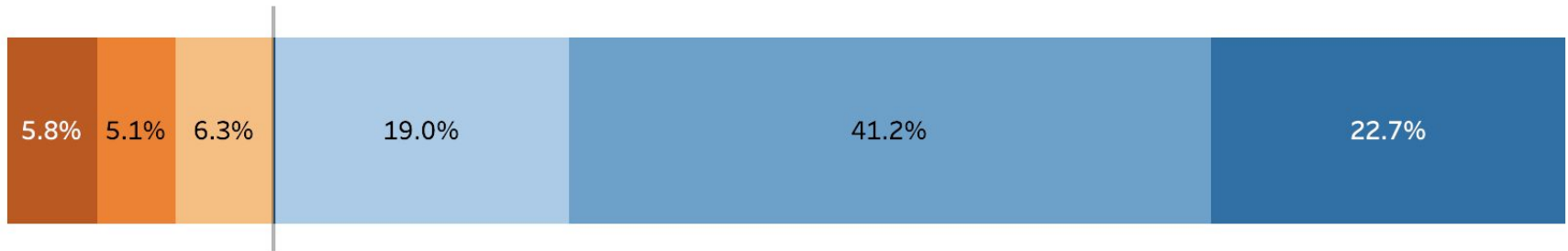
Developed by the City's Operational Working Group on Equity, Diversity, and Inclusion (EDI), the Inclusion & Belonging Pilot Pulse Survey is intended to get a "pulse" on citywide employee sentiments related to inclusion and belonging. Responses are key to understanding and improving the City's practices to best support our diverse 11,000-member team.

The EDI working group's Data Collection & Analysis Subgroup worked alongside the HR Department to launch the pilot survey in December 2020. The subgroup analyzed the 2,092 responses to look for trends in sentiments based on employee demographic groups.

“I feel I belong at the City of San Diego organization.”

17%

83%



Observation: A large majority of respondents, 83%, agree with the statement. 17% of respondents disagree to some extent feeling as though they belong in the organization.

n=2,092

Strongly Disagree Disagree Somewhat Disagree Somewhat Agree Agree Strongly Agree

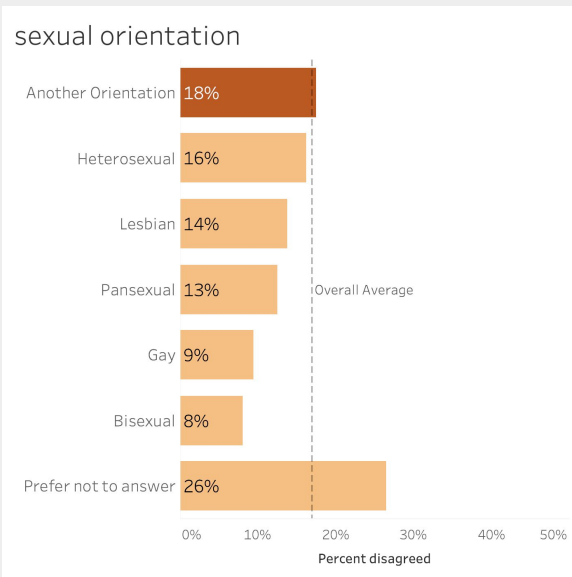
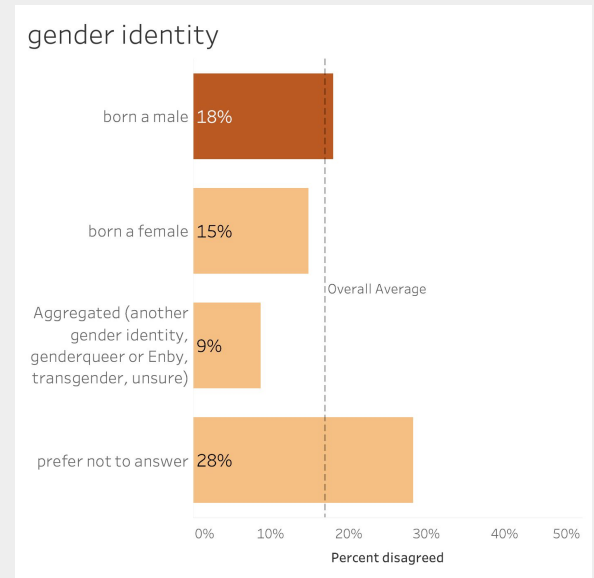
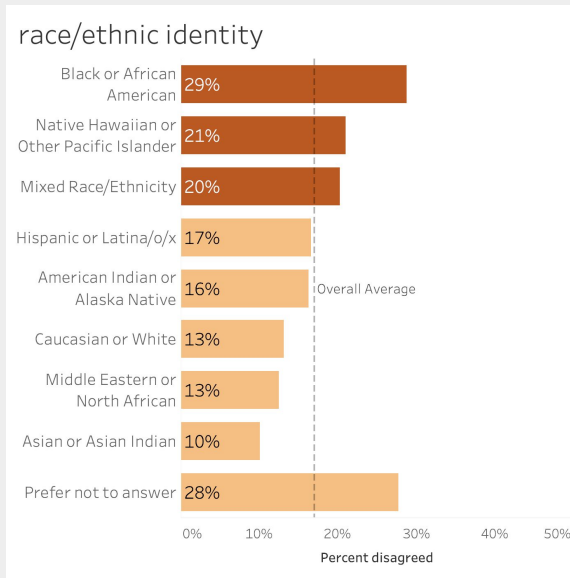
"I feel I belong at the City of San Diego organization."

Of those who disagree:

29% of Black/African Americans disagreed

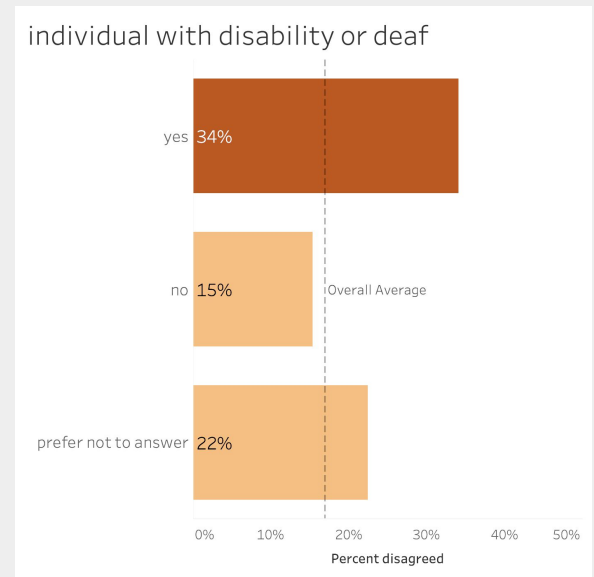
21% of Native Hawaiian or Other Pacific Islanders disagreed

20% of Mixed Race/Ethnicity individuals disagreed.



18% of respondents identifying with another sexual orientation disagreed

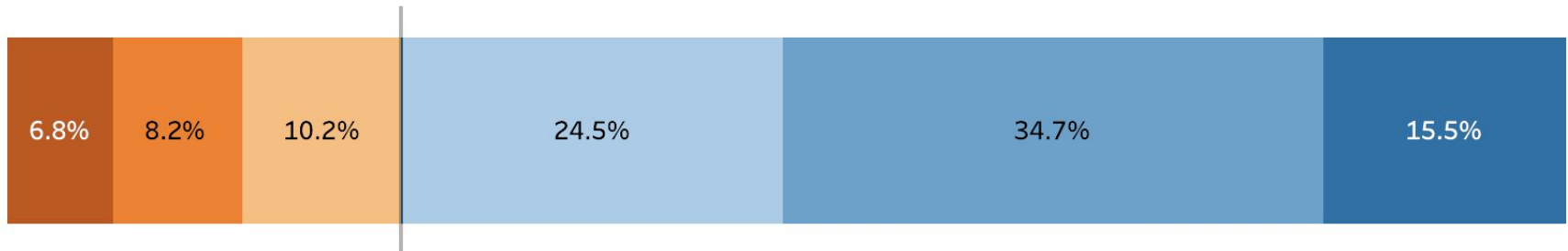
34% of respondents identifying as being deaf or having a disability disagreed



"My working relationships at the City are as satisfying as I would want them to be."

25%

75%



Observation: 75% of respondents agree. 25% of respondents disagree to some extent having satisfying working relationships.

n=1,563

Strongly Disagree

Disagree

Somewhat Disagree

Somewhat Agree

Agree

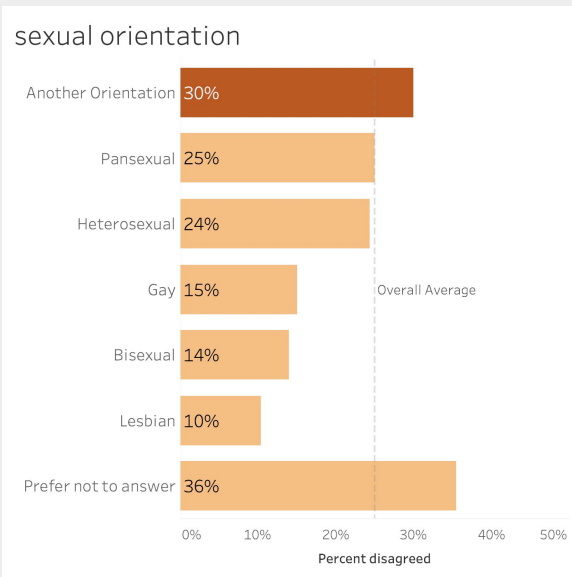
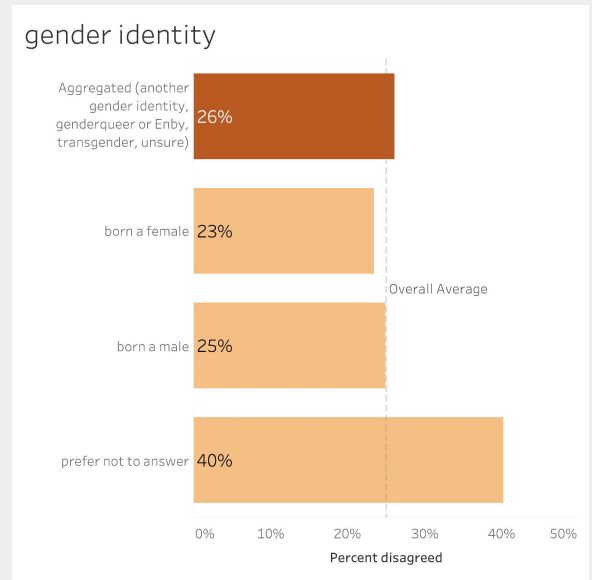
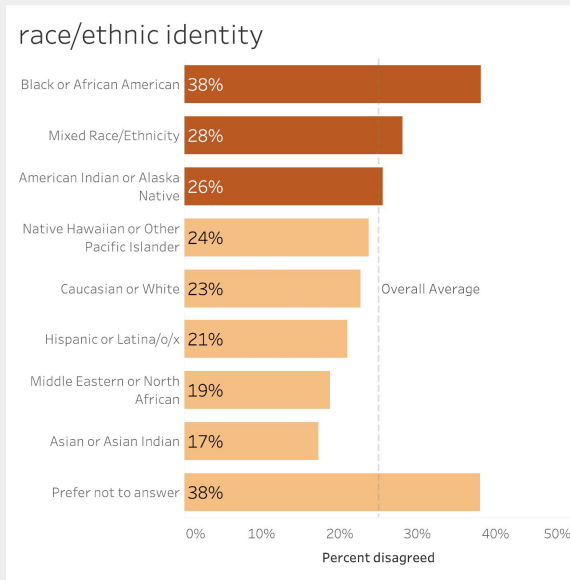
Strongly Agree

"My working relationships at the City are as satisfying as I would want them to be." **Of those who disagree:**

38% of Black/African Americans disagreed

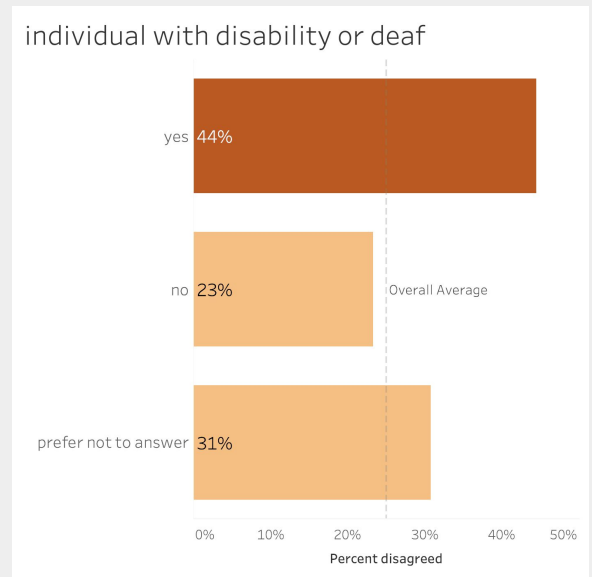
28% of Mixed Race/Ethnicity individuals disagreed.

26% of American Indian or Alaska Natives disagreed



30% of respondents identifying with another sexual orientation disagreed

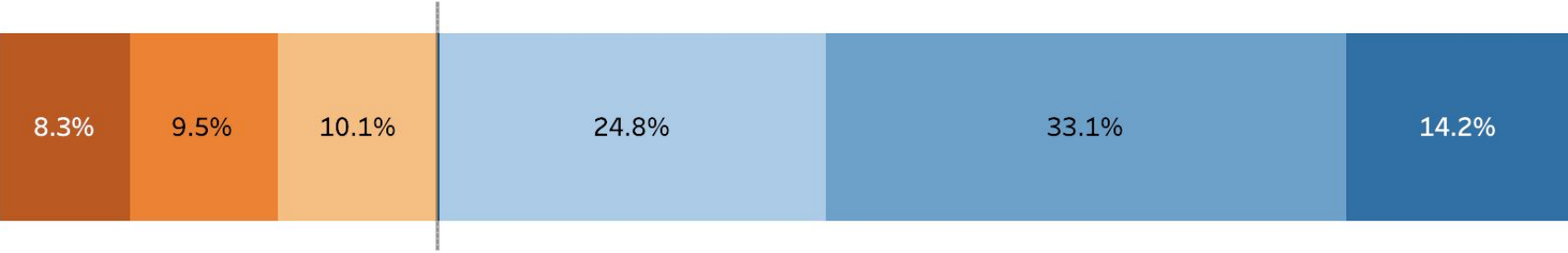
44% of respondents identifying as being deaf or having a disability disagreed



"I feel like I can be my authentic self at the City."

28%

72%



Observation: 72% of respondents agree. 28% respondents disagree with being able to be their authentic self.

n=1,508

Strongly Disagree Disagree Somewhat Disagree Somewhat Agree Agree Strongly Agree

"I feel like I can be my authentic self at the City."

Of those who disagree:

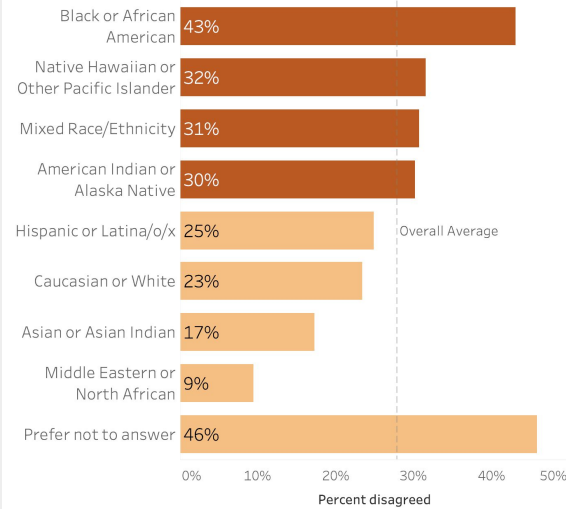
43% of Black/African Americans disagreed

32% of Native Hawaiian or Other Pacific Islanders disagreed

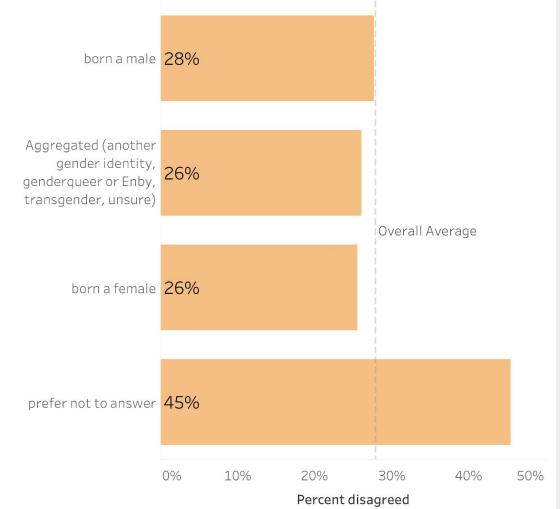
31% of Mixed Race/Ethnicity individuals disagreed.

30% of American Indian or Alaska Natives disagreed

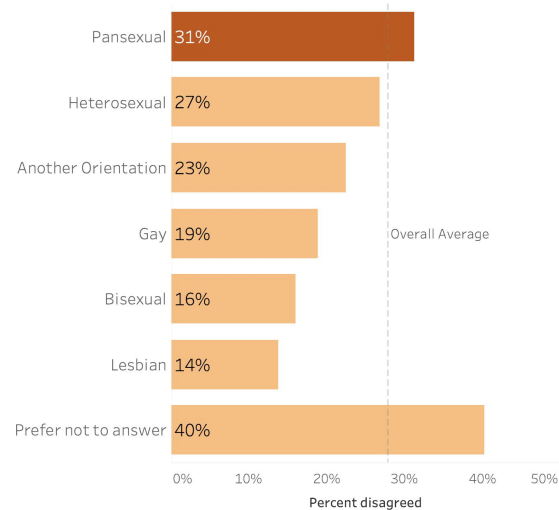
race/ethnic identity



gender identity



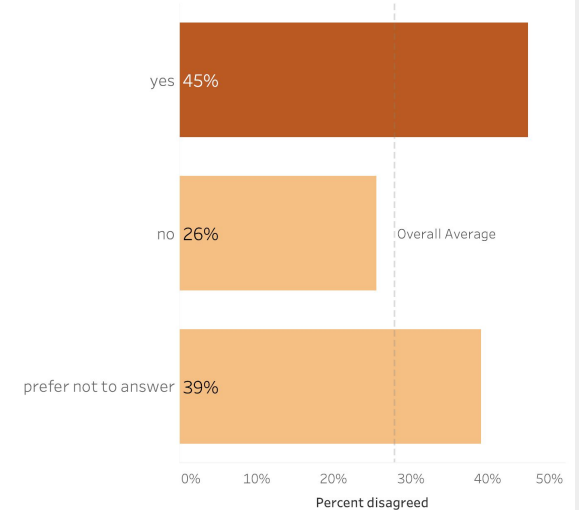
sexual orientation



31% of respondents identifying as pansexual disagreed

45% of respondents identifying as being deaf or having a disability disagreed

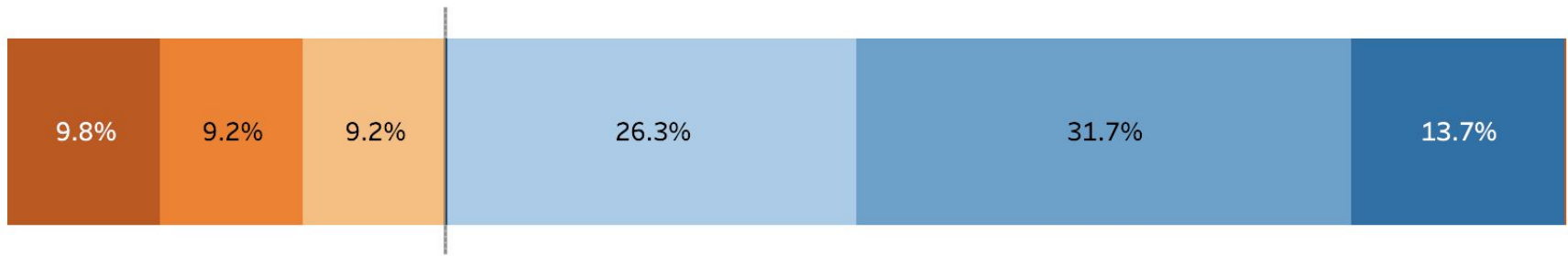
individual with disability or deaf



"I feel comfortable expressing my ideas to others at the City"

28%

72%



Observation: 72% agreed. 28% of respondents disagreed with the statement.

n=1,502

Strongly Disagree

Disagree

Somewhat Disagree

Somewhat Agree

Agree

Strongly Agree

"I feel comfortable expressing my ideas to others at the City"

Of those who disagree:

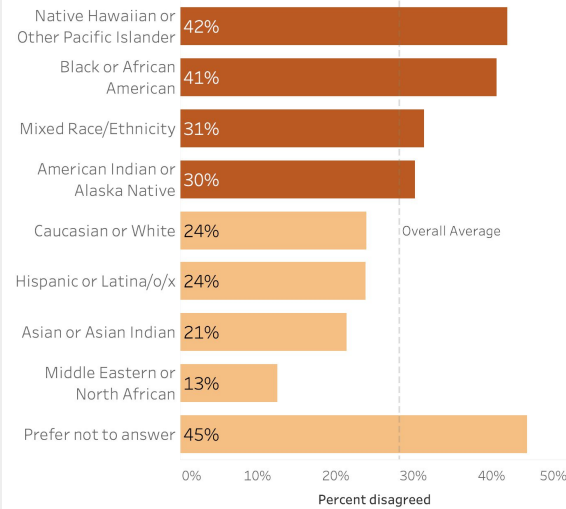
42% of Native Hawaiian or Other Pacific Islanders disagreed

41% of Black/African Americans disagreed

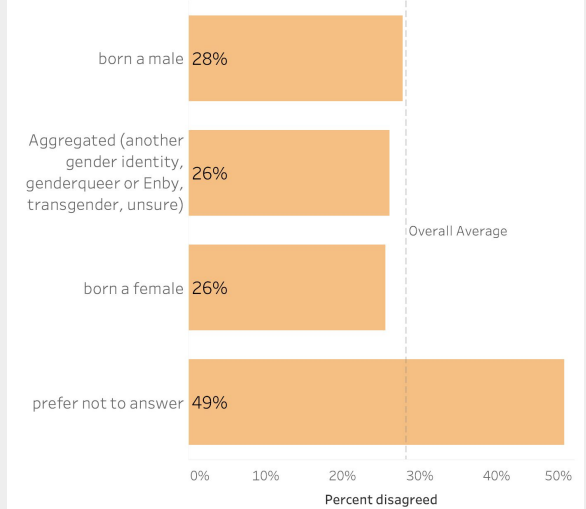
31% of Mixed Race/Ethnicity individuals disagreed.

30% of American Indian or Alaska Natives disagreed

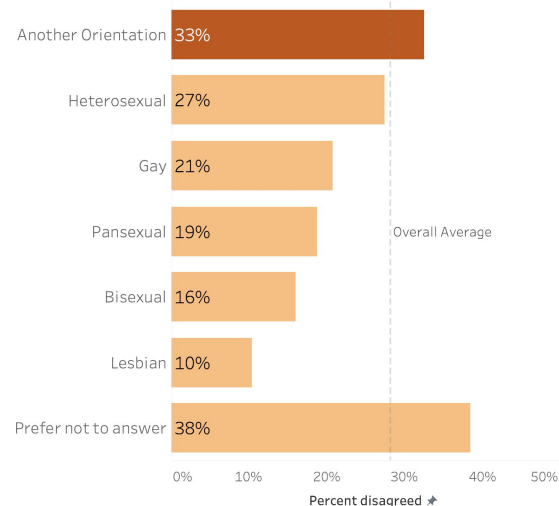
race/ethnic identity



gender identity



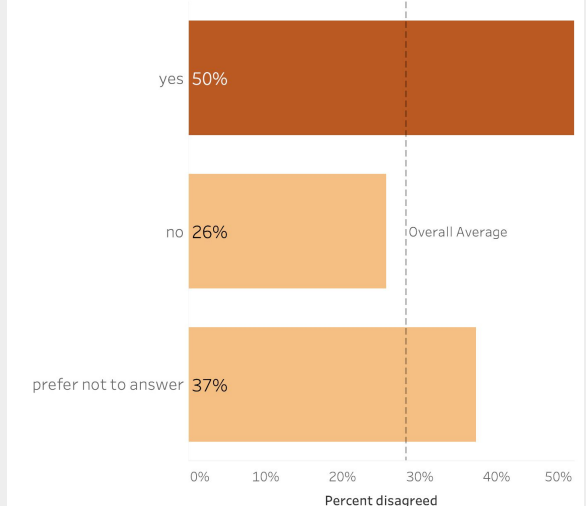
sexual orientation



33% of respondents identifying as another sexual orientation disagreed

50% of respondents identifying as being deaf or having a disability disagreed

individual with disability or deaf



“Expectations for what constitutes good work performance have been clearly communicated to me.”

21%

79%



Observation: 21% respondents disagree with the statement. 79% of respondents agree overall (notably 19% “somewhat agree”).

n=1,651

Strongly Disagree

Disagree

Somewhat Disagree

Somewhat Agree

Agree

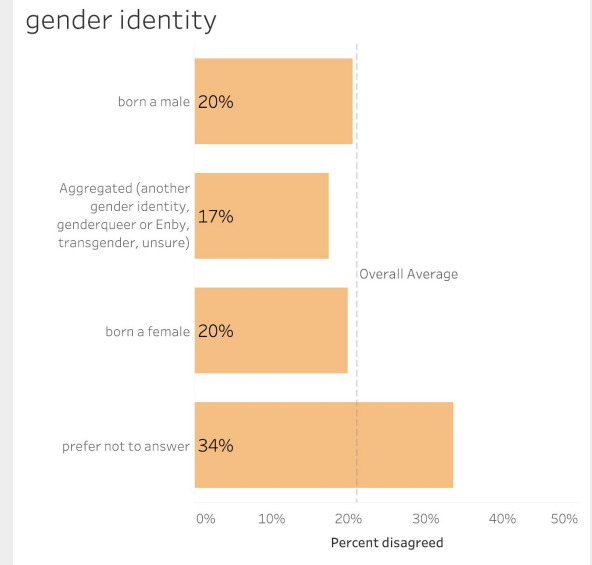
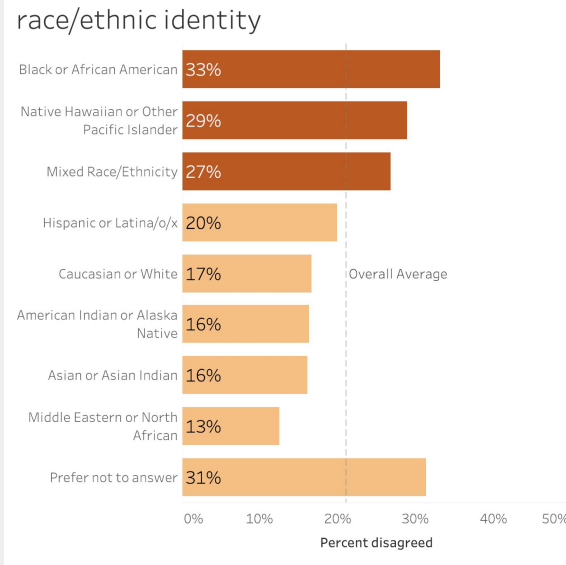
Strongly Agree

“Expectations for what constitutes good work performance have been clearly communicated to me.” **Of those who disagree:**

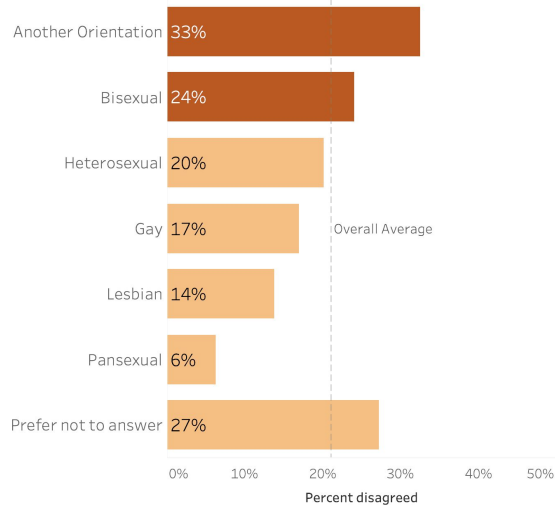
33% of Black/African Americans disagreed

29% of Native Hawaiian or Other Pacific Islanders disagreed

27% of Mixed Race/Ethnicity individuals disagreed.



sexual orientation

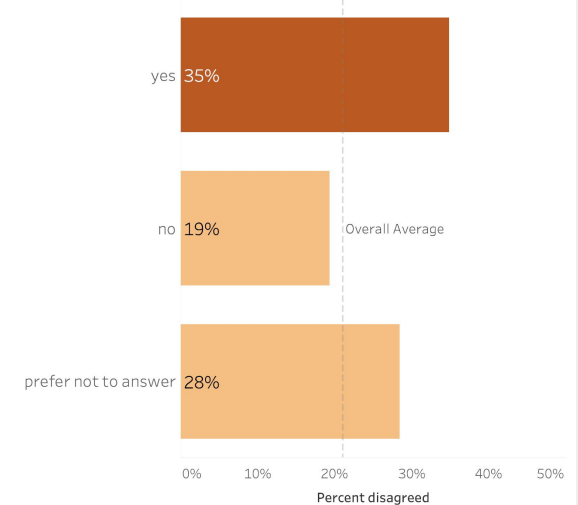


33% of respondents identifying as another sexual orientation disagreed

24% of respondents identifying as bisexual disagreed

35% of respondents identifying as being deaf or having a disability disagreed

individual with disability or deaf



"I believe that department directors and City executive leadership will take appropriate action in response to incidents of harassment."

30%

70%



Observation: 30% respondents disagree with the statement. 70% of respondents agree overall (notably 21% “somewhat agree”)

n=1,464

Strongly Disagree Disagree Somewhat Disagree Somewhat Agree Agree Strongly Agree

"I believe that department directors and City executive leadership will take appropriate action in response to incidents of harassment."

Of those who disagree:

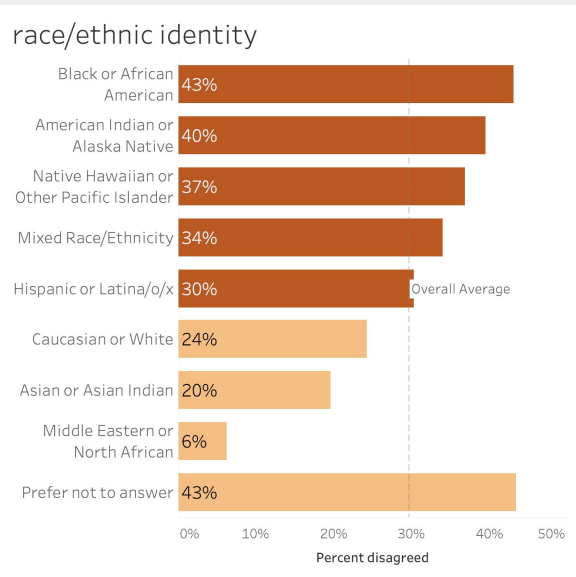
43% of Black/African Americans disagreed

40% of American Indian or Alaska Natives disagreed

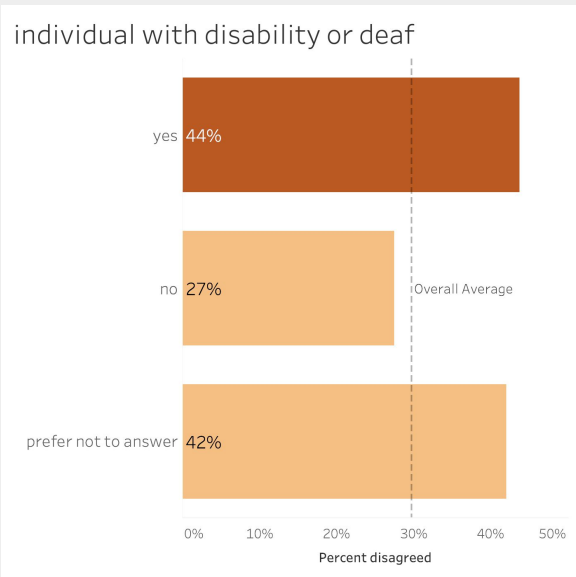
37% of Native Hawaiian or Other Pacific Islanders disagreed

34% of Mixed Race/Ethnicity individuals disagreed.

30% of Latinx respondents disagreed



44% of respondents identifying as being deaf or having a disability disagreed

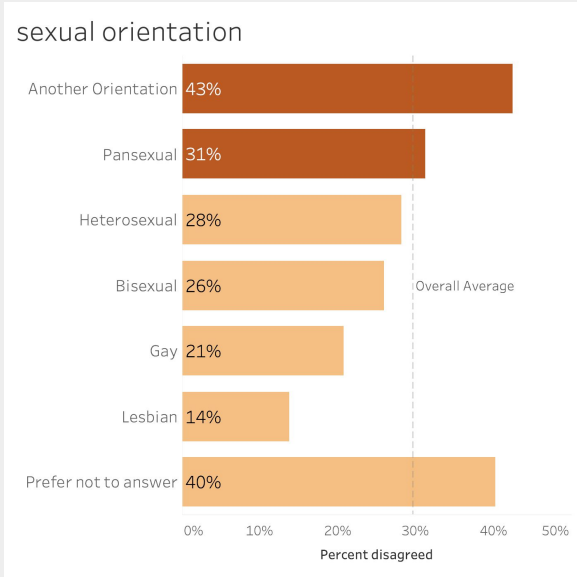
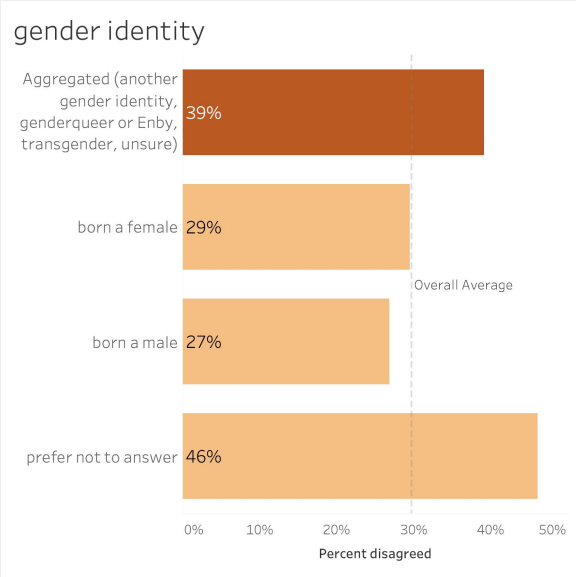


(continued)

"I believe that department directors and City executive leadership will take appropriate action in response to incidents of harassment."

Of those who disagree:

39% of respondents
identifying as
non-cisgendered disagreed



43% of respondents
identifying as another sexual
orientation disagreed

31% of respondents
identifying as pansexual
disagreed

Recommendations

1. Share survey results with employees;
2. Survey employees annually to continue measuring the pulse, as well as any progress, of employee sentiments on inclusion and belonging;
3. Engage employee groups and host focus groups with employees to understand concerns; and
4. Develop a list of suggested actions for the HR Department, the Office of Race & Equity, and City leadership to implement.



inclusion & belonging pilot pulse survey

Next Steps

1. Convene focus groups
2. Share results from survey with all employees (via internal communications and Citynet)
3. Continue operating as a working group



inclusion & belonging pilot pulse survey

APPENDIX



Demographics for Inclusion Analysis

10,286

Employees

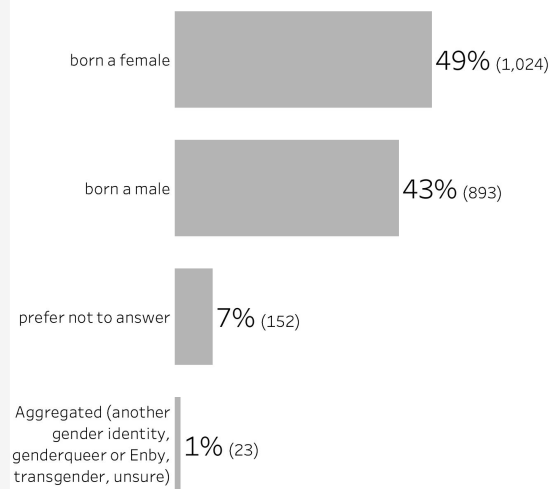
as of December 29, 2020 payroll

2,092

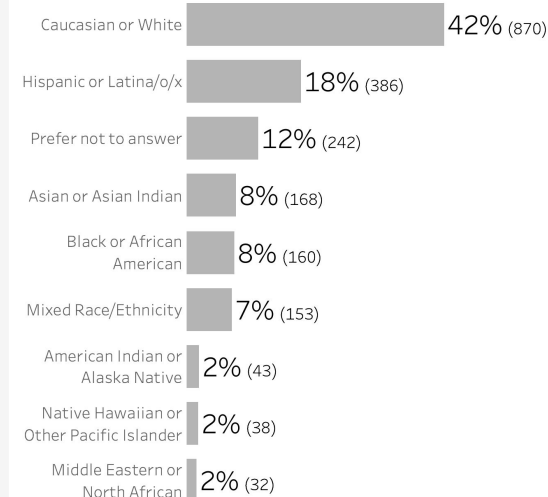
survey respondents

99% confidence level within +/- 2% margin of error

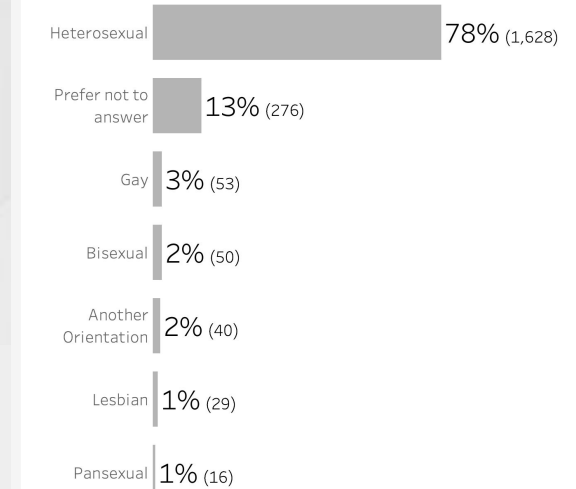
gender identity



race/ethnic identity

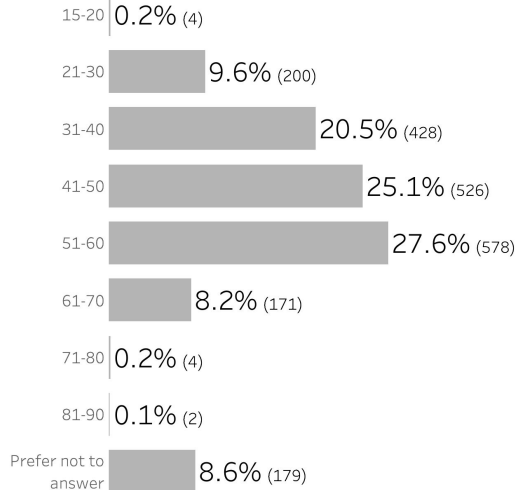


sexual orientation

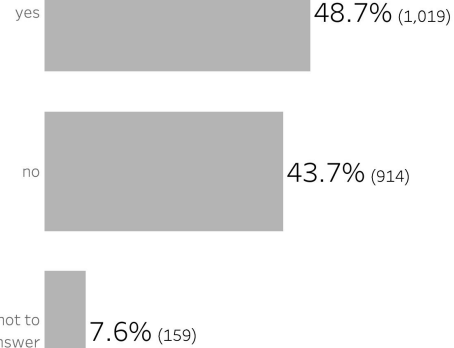


Additional Demographics

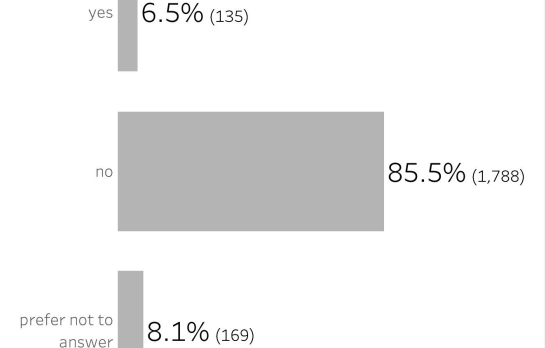
age group (years old)



provide care for children and/or dependents living in your household



identify as an individual with a disability or as a deaf person



inclusion & belonging pilot pulse survey